

Policy of Hiring Full-time Female Faculty

In compliance with Kyoto City University of Arts' medium-term plans, the Faculty of Fine Arts and the Graduate School of Arts aim to increase the proportion of full-time female faculty to 40% or higher in each major, including general education, following recruitment. To achieve this, the University adheres to guidelines 1 to 3 below when selecting full-time faculty members.

The only exemption will be the recruitment of specially appointed faculty members.

If the goals for hiring female faculty are revised as part of the University's medium-term plans, this policy may be re-examined accordingly.

- 1) For a major concerned, if the proportion of full-time female faculty is less than 40% prior to recruitment, only female candidates will be eligible in its recruitment. If the proportion of female faculty is 40% or higher prior to recruitment but falls below 40% in hiring a male candidate, the recruitment will prioritize female candidates. When female candidates are prioritized, the Human Resources Committee will consider the recruitment conditions and consult the Faculty Senate.
- 2) If female candidates are exclusively eligible or prioritized in a recruitment, this will be clearly stated as the intention of the Faculty of Fine Arts and the Graduate School of Arts in both the Guidelines of Recruitment and Faculty Search Guidelines.
- 3) If the above criteria are not met, the Faculty of Fine Arts Senate will ask the Human Resources Committee to investigate the matter.